

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

**DECLARATION AND POWER OF ATTORNEY**

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name.

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

**COMPETITIVE REWARDS BENCHMARKING SYSTEM AND METHOD**

**(check one)**

- ☐ is attached hereto
- ☒ was filed on: **August 29, 2000**
- ☒ Application Serial No: 09/650,039  
and was amended on: (if applicable)

I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with Title 37, Code of Federal Regulations, Section 1.56 (a).

I hereby claim foreign priority benefits under Title 35, United States Code, Section 119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

**Prior Foreign Application(s)**

<u>Number</u>	<u>Country</u>	<u>Date Filed</u> (mo/day/year)	<u>Priority Claimed</u> (yes or no)
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I hereby claim the benefit under Title 35, United States Code, Section 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the

first paragraph of Title 35, United States Code, Section 112, I acknowledge the duty to disclose material information as defined in Title 37, Code of Federal Regulations, Section 1.56(a) which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

**Application**  
**Serial No.**

**Filing Date**

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

**POWER OF ATTORNEY:**

As a named inventor, I hereby appoint the following attorneys to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

Any attorney associated with Customer No. 25561

Send Correspondence to:

The address associated with Customer No. 25561

Direct Telephone Calls to:

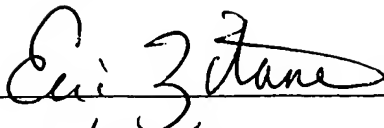
Dechert

(609) 620-3200

Full name of Inventor:

Eric Zitaner

Inventor's signature:



Date:

10/18/00

City and State of Residence:

Valhalla, NY

Citizenship:

US

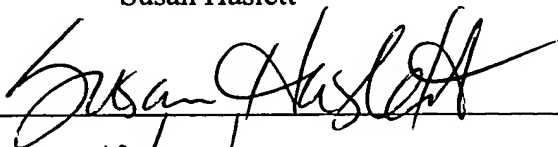
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Full name of Inventor:

Susan Haslett

Inventor's signature:



Date:

10/12/00

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Full name of Inventor:

Kathy Bensky

Inventor's signature:



Date:

11/24/00

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Citizenship:

US

Post Office Address:

Centre Square East 1500 Market Street  
Philadelphia, PA 19102

PATENTS

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re Application of: )  
 )  
Eric Zitaner, Susan Haslett and Kathy Bensky )  
 ) Art Unit: 2122  
Serial No. 09/650,039 )  
 )  
Filed: August 29, 2000 )  
 )  
For: Competitive Rewards Benchmarking )  
System and Method )

POWER OF ATTORNEY

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Commissioner for Patents  
Washington, DC 20231

Sir:

The undersigned authorized representative of the owner of the above-styled patent application, Towers Perrin Forster & Crosby, hereby **REVOKES** any and all powers of attorney previously given in the above-identified application; and

The undersigned hereby **APPOINTS**:

Sherry M. Knowles	Registration No. 33,052
W. Scott Petty	Registration No. 35,645

its attorneys, with full power of substitution and revocation, to prosecute said application, to make alterations and amendments therein, to receive the patent, and to transact all business in the Patent and Trademark Office and in the Courts in connection therewith.

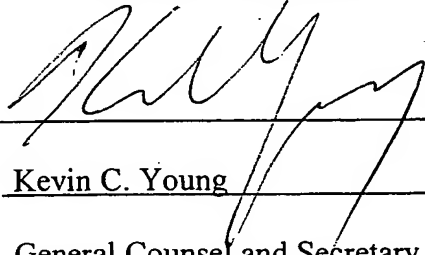
It is requested that future Patent and Trademark Office correspondence in this case be directed to:

W. Scott Petty  
KING & SPALDING  
191 Peachtree Street, 45<sup>th</sup> Floor  
Atlanta, Georgia 30303-1763

Please direct all telephone calls to W. Scott Petty at (404) 572-4600.

**Towers Perrin Forster & Crosby**

Date: May 24, 2002

By:  \_\_\_\_\_

Name: Kevin C. Young

Title: General Counsel and Secretary

K&S Docket: 52531.105001